



Panel Amendment #1 Proposal for:
Hayward Pool Products, Inc., a Division of Hayward Industries, Inc.
Agreement Number: ET13-0392

Panel Meeting of: January 22, 2015

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

CURRENT PROJECT PROFILE

Contract Type:	Priority/Retrainee HUA Job Creation	Industry Sector(s):	Manufacturing
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Current Contract Term:	May 24, 2013 to May 23, 2015	Substantial Contribution:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

CURRENT FUNDING

Current Funding
\$198,080

AMENDMENT FUNDING

Requested Funding	Total Funding
+\$67,800	\$265,880

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Priority/Retrainee HUA	Mfg. Skills, Computer Skills, Continuous Imp.	240	24-200	0	\$1,062	\$16.00
				Weighted Avg: 59			
2	Priority/Retrainee HUA Job Creation	Mfg. Skills, Computer Skills, Continuous Imp.	10	24-200	0	\$1,100	\$10.01
				Weighted Avg: 55			

Minimum Wage by County: \$16.00 per hour in Job Number 1 and \$10.01 per hour in Job Number 2 for Los Angeles County

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☒ Yes ☐ No

Up to \$3.75 per hour may be used to meet the Post-Retention Wage in Job Number 1.

Up to \$0.51 per hour may be used to meet the Post-Retention Wage in Job Number 2.

*Bonus: Production Staff may use up to \$.48 per hour from bonuses to meet Post-Retention Wages.

INTRODUCTION

Founded in 1923, Hayward Pool Products, Inc., a division of Hayward Industries, Inc. (Hayward), is a manufacturer of fluid control equipment, including custom engineering applications for advanced recirculation systems for residential swimming pools.

The Company manufactures environmentally-friendly products with very high energy-efficient ratings. Products include a full line of state-of-the-art pumps, filters, heaters, and automatic pool cleaners. Customers include Pool Water Products, Leslie's, Superior Water Products, SCP Distributors, and California Pool Products.

AMENDMENT DETAILS

Hayward is focusing on a Lean Initiative to improve processes and reduce costs in manufacturing products that were previously outsourced to China. Hayward also added a new product line from a new company purchased this year.

With its recent acquisition and new product offerings, Hayward has determined that current trainees need additional training. The Company is requesting to increase the weighted average per trainee by 15 hours, from 44 to 59 in Job Number 1 and from 40 to 45 hours in Job Number 2. This will increase the Average Cost per Trainee from \$792 to \$1,062 in Job Number 1 and from \$800 to \$1,100 in Job Number 2. This Amendment will also increase the Agreement amount by \$67,800 from \$198,080 to \$265,880.

Based on the current data on the ETP Online Tracking System, Hayward had delivered hours sufficient to earn 100% of current funding. This Amendment will allow trainees to continue training in this Agreement. Trainees have been scheduled for additional 15 hours in two to five days. Lean/Kaizen training will be completed by the end of February 2015. There will be no change to the average number of trainees, curriculum or trainee wages.

RECOMMENDATION

Staff recommends approval of this Amendment.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Hayward under the current ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET13-0392	\$198,080	05/24/13 – 05/23/15	311	1	0

Based on the ETP Online Tracking System, Hayward has provided 13,138 training hours (100% of the total training hours).